

# BAD RIVER BAND OF LAKE SUPERIOR TRIBE OF CHIPPEWA INDIANS

---

CHIEF BLACKBIRD CENTER

P.O. BOX 39

ODANAH, WI 54861

---

**Job Title:** Water Regulatory Specialist  
**Department:** Mashkiiziibii Natural Resources Department  
**Hourly Rate:** \$18 - \$22 DOQ  
**Full Time:** 32-40 Hours/Week  
**Exempt:** No/Hourly  
**Supervisor:** Water Resources Program Manager  
**Posting Date:** PUBLIC  
**Opens:** April 28, 2023  
**Closes:** Open Until Filled



---

**Summary:** The Water Regulatory Specialist will focus on the protection of water resources within the external boundaries of the Bad River Reservation by managing the regulatory responsibilities of the Water Resources Program associated with the Band's Treatment as a Sovereign Nation (TAS) authority for Water Quality Standards.

**Essential Duties and Responsibilities include the following:**

- Reviewing and commenting on projects proposed within the external boundaries of the Bad River Reservation and projects proposed upstream of or hydrologically connected to the Reservation to protect water resources, including rivers, streams, wetlands, and Lake Superior.
- Coordinating the review, public notice posting, the response to public comments, and Tribal Council presentation for the Antidegradation Decision process under the Band's Water Quality Standards.
- Coordinating the review, public notice posting, the response to public comments, and the Tribal Council presentation for the Clean Water Act Section 401 Certification of federal permits in accordance with the Band's Water Quality Certification and Review Code (Chapter 324).
- Conducting site visits to ensure permit compliance of Tribal and Federal permits, including inspecting erosion/sedimentation controls, and communicating with entities responsible for compliance
- Maintaining database to track water resource-related applications and permitting and maintaining project review files.
- Coordinating meetings with Conservation Wardens, NRD staff, and Legal Department to address permit or code violations as needed.
- Reviewing Discharge Monitoring Reports associated with NPDES permits.
- Scheduling regular meetings with staff from Planning, Roads, Sewer/Septic, and Housing to stay informed on Tribal development projects and ensure that all parties are informed of regulatory requirements and deadlines.
- Conducting outreach and engagement activities related to Band's project review process and Water Quality Standards.
- Assisting Wetland Specialist with wetland delineations.
- Completing training aligned with essential duties and responsibilities.
- Assisting with budget management, including completing purchases in accordance with the Band's procurement policy.
- Other duties as assigned.

**Qualification Requirements:** To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed are representative of the knowledge, skills, and/or ability required. Knowledge of the uniqueness of the Bad River Community. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions.

**Education and/or Experience:****Required:**

- At least 2 years experience working in natural resources, construction, engineering, planning, project management, or another relevant field.
- Competency with Geographic Information Systems (GIS), especially ArcMap.
- Excellent written and oral communication skills.
- Project management experience including proficiency with Microsoft Excel and other database management software.
- Must be responsible, able to work independently, meet deadlines, maintain professional relationships, and have excellent organizational skills.

**Preferred:**

- Bachelor of Science degree.
- Experience conducting environmental reviews.
- Experience and training in stormwater best management practices (BMPs).
- Familiarity with the Clean Water Act, Water Quality Standards, National Pollutant Discharge Elimination System (NPDES) General Construction Permits, Storm Water Pollution Prevention Plans (SWPPP), and U.S. Army Corps Dredge and Fill Permit Program.
- Familiarity with wetland indicators such as plant identification, soils, and hydrology.
- Experience utilizing CAD software and evaluating engineering drawings.

**Other Skills and Abilities:****Required:**

- This is a required driver position and the position is contingent upon meeting and maintaining eligibility requirements to be covered under the Tribe's vehicle insurance policy.
- Must be willing to work outside of normal workday hours and travel for work on occasion.
- Must have a good attitude and work well with others.

**Background Check:**

This position is contingent on the ability to pass a regular background check.

This position requires a driver eligibility check, to meet eligibility for Tribal Insurance.

**Language Skills:**

Ability to communicate well through oral presentations and in daily interactions with a diverse public.

**Reasoning Ability:**

Ability to problem-solve and the ability to remain flexible and calm in a variety of situations.

**Physical Demands:** The physical demands described here are representative of those that must meet by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position includes site visits that are at times in remote areas requiring walking, snowshoeing, ATVs, and boating through challenging terrain. Must be physically able to perform all job duties including walking, standing, bending, stooping, and occasionally lifting to 25 lbs and/or carrying for short distances.

**Work Environment:** The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position is subject to inside and outside environmental conditions.

**Drug-Free Workplace in accordance with the Drug-Free Workplace Act of 1988, P.L. 100-690, and the Bad River Tribe's Employee Policy & Procedures Handbook. Indian Preference will be given in accordance with P.L. 93-638 and the Tribe's Preference Policy.**

**Send Application and Resume To:**

**Bad River Tribe**

**Attn: Human Resources**

**P.O. Box 39**

**Odanah, WI 54861**

<http://www.badriver-nsn.gov/>

**Application material may also be emailed to:**

[HRmanager@badriver-nsn.gov](mailto:HRmanager@badriver-nsn.gov)

[HRassistant@Badriver-nsn.gov](mailto:HRassistant@Badriver-nsn.gov)